

#### **IV. VIOLATION OF RULES (CALEA 26.1.1)**

Members shall not commit any act or fail to perform any act which would constitute a violation of any of the rules, regulations, directives, orders, or policies of the Patrol, whether or not they are stated in this directive. Ignorance of Patrol rules, regulations, directives, orders, or policies shall not justify any such violation. Members shall be responsible for their own acts, and they shall not unjustly attempt to shift to others the responsibility for executing or for failing to execute a lawful order or a Patrol duty.

#### **V. UNBECOMING CONDUCT (CALEA 26.1.1; 35.1.9)**

Members shall conduct themselves at all times, both on and off duty, in such a manner as to reflect most favorably upon the Highway Patrol and in keeping with the high standards of professional law enforcement. Unbecoming conduct shall include any conduct that constitutes unacceptable personal conduct pursuant to State Personnel Policy and any conduct which tends to bring the Patrol into disrepute, or which reflects discredit upon any member(s) of the Patrol, or which tends to impair the operation and efficiency of the Patrol or of a member, or which violates Patrol policy.

#### **VI. UNSATISFACTORY JOB PERFORMANCE (CALEA 26.1.1; 35.1.9)**

Members shall maintain sufficient competency to properly perform their duties and to assume the responsibilities of their positions. Members shall perform their duties in a manner, which will tend to establish and maintain the highest standards of efficiency in carrying out the functions and objectives of the Patrol.

Examples of unsatisfactory performance include but are not limited to the following:

- Failure to properly supervise subordinates
- Lack of knowledge of the proper application of laws the member is required to enforce
- Unwillingness or inability to perform assigned tasks
- Failure to conform to work standards established for the member's rank, grade, or position
- Failure to take appropriate enforcement action at any time
- Absence without leave
- Unnecessary absence from assigned duty

The following will be considered prima-facie evidence of unsatisfactory performance: